

**Upland Unified School District
CERTIFICATED HUMAN RESOURCES BOARD REPORT
February 24, 2026**

SUBSTITUTE EMPLOYMENT

Almani Bishop	Jessica Carlton-Ybarra	Lauren Jacoby	Jacqueline Johnson	Natalie Montes
Kimberly Murrell	Steven Phillips	Michael Roccia	Alexandrea Soto	Robert Tucker
Yaritza Velazquez-Medina				

EMPLOYMENT ENDING

Employee Name	Assignment	Effective Date	Remarks
EIN# 3	Secondary Teacher	06/05/2026	Retirement
EIN# 918	Special Education Mild/Mod Teacher	06/05/2026	Retirement
EIN# 1442	Secondary Teacher	06/05/2026	Retirement
EIN# 1621	Independent Studies Teacher	06/05/2026	Retirement
EIN# 2189	Elementary Teacher	08/01/2026	Retirement
EIN# 3049	Secondary Teacher	06/05/2026	Retirement
EIN# 3115	Elementary Teacher	06/28/2026	Retirement
EIN# 3872	Teacher On Special Assignment	07/01/2026	Retirement
EIN# 4126	Psychologist	06/16/2026	Retirement
EIN# 4568	Elementary Teacher	06/05/2026	Retirement
EIN# 4830	Elementary Teacher	06/05/2026	Retirement
EIN# 5364	Secondary Counselor	06/12/2026	Retirement
EIN# 5720	Elementary Teacher	01/31/2026	Retirement
EIN# 8943	Substitute Teacher	01/05/2026	Resignation
EIN# 9294	Special Education Mild/Mod Teacher	06/05/2026	Resignation
EIN# 9355	Special Education Mod/Severe Teacher	06/05/2026	Resignation
EIN# 9742	Substitute Teacher	01/30/2026	Resignation
EIN# 9750	Substitute Teacher	02/02/2026	Resignation

ADDITIONAL ACTIVITY POSITIONS

Employee Name	Recommended Position	Stipend	Effective Date*
Amber Arguello	WEB Leader-PJH	\$2,400.00/stipend	2025/2026
David Belden	Girls Soccer Coach-UJH	\$1,280.12/stipend	Fall Season
Brian Best	8 th grade Boys Basketball Coach-UJH	\$2,560.23/stipend	2025/2026
Rebecca Bruinekool	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Natalie Carlton	Co-Mocktrial-UHS	\$1,891.08/stipend	08/08/2025-06/04/2026
Jennifer Crull	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Kellie Cushman	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Desiree Dragna	Co-Mocktrial-UHS	\$1,891.08/stipend	08/08/2025-06/04/2026
Edilia Galan	JV Boys Volleyball Coach-UHS	\$4,073.09/stipend	2025/2026
Jennifer Garbick	Elementary PE Lead	\$2,560.22/stipend	2025/2026
Jennifer Garbick	Track & Field Coach-UHS	\$2,560.23/stipend	2025/2026
Elizabeth George	Math Academic Lead-UHS	\$2,500.00/stipend	2025/2026
Ruben Goussen	7 th grade Girls Soccer Coach-UJH	\$1,280.12/stipend	Fall Season
Chris Hauk	History Day-UHS	\$1,280.11/stipend	08/08/2025-06/04/2026
Francisco Huerta	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Jamie Jennings	Co-Link Crew-UHS	\$1,891.08/stipend	01/05/2026-06/04/2026
Luke Jennings	JV Track Coach-UHS	\$4,073.09/stipend	2025/2026
Laura McMullen	Co-Link Crew-UHS	\$1,891.08/stipend	01/05/2026-06/04/2026
Holly Mead	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Christine Mendez	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Andres Ramirez Jr.	7 th grade Boys Basketball Coach-UJH	\$2,560.23/stipend	2025/2026
Andres Ramirez Jr.	Boys Soccer Coach-UJH	\$1,280.12/stipend	Fall Season
Lee Ridgeway	Counselor Chairperson-PJH	\$1,500.00/stipend	2025/2026
Tyler Shea	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026
Benjamin Vazquez	Elementary Basketball Coach	\$1,280.11/stipend	2025/2026

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Dawn Vieira	Science Camp Coordinator-FK	\$1,280.11/stipend	2025/2026
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**pending compliance with criminal background check*

ADDITIONAL ASSIGNMENTS

All PreK, TK & Kindergarten Teachers	Certificated Teachers will work extra hours to help host "Preview Nights" from 01/05/2026-02/27/2026 to showcase student work and provide prospective families with a live look at our early childhood programs; NTE 2 hours/each at Curriculum Planning Rate. (Funded by GNED)
All RSP Teachers	Certificated Teachers will work extra hours to help host "Preview Nights" from 01/05/2026-02/27/2026 to showcase student work and provide prospective families with a live look at our early childhood programs; NTE 2 hours/each at Curriculum Planning Rate. (Funded by GNED)
Shaista Ansari	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$180.00 at \$3.00/day for 15 days. (Funded by SPED)
Shaista Ansari	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$270.00 at \$3.00/day for 18 days. (Funded by SPED)
Stacie Bangle	Certificated Teacher will work extra hours to attend the Algebra I Lesson Study during Instructional Rounds on 01/21/2026; NTE 2 hours at Curriculum Planning Rate. (Funded by LCAP)
Leah Davis	Certificated Teacher will work extra hours for a professional learning session to support teachers in using the Thinkverse platform in classrooms on 11/05/2025; NTE 1 hour at Curriculum Planning Rate. (Funded by LCAP)
Heather Farnsworth	Certificated Teacher will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$315.00 at \$3.00/day for 15 days. (Funded by SPED)
Trevor Foglesong	Certificated Employee will work extra hours to help support the district website from 12/01/2025-06/30/2026; NTE 60 hours at Curriculum Planning Rate. (Funded by LCAP)
Ann Han	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$495.00 at \$3.00/day for 15 days. (Funded by SPED)
Ann Han	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$594.00 at \$3.00/day for 18 days. (Funded by SPED)
Viviane Hanna	Certificated Teacher will work extra hours to attend the AVID site team meeting on 12/04/2025; NTE 2 hours at Curriculum Planning Rate. (Funded by LCAP)
Dalvina Henrich	Certificated Teacher will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$315.00 at \$3.00/day for 15 days. (Funded by SPED)
Dalvina Henrich	Certificated Teacher will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$162.00 at \$3.00/day for 18 days. (Funded by SPED)
Nadia Jamil	Certificated Substitute Teacher will work extra hours to assist in the Arts Showcases at Baldy View Elementary & Pepper Tree Elementary school sites on 01/27/2026 & 01/29/2026; NTE 10 hours at Hourly Substitute Rate. (Funded by TTL1)

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Laura McMullen	Certificated Employee will work extra hours on short term Independent Study contracts from 01/05/2026-06/04/2026; NTE 20 hours at Curriculum Planning Rate. (Funded by LCAP)
Margaret Nellickal	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$405.00 at \$3.00/day for 15 days. (Funded by SPED)
Margaret Nellickal	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$486.00 at \$3.00/day for 18 days. (Funded by SPED)
Aimee Ozaki	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$45.00 at \$3.00/day for 15 days. (Funded by SPED)
Aimee Ozaki	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$162.00 at \$3.00/day for 18 days. (Funded by SPED)
Amanda Perrotti	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$225.00 at \$3.00/day for 15 days. (Funded by SPED)
Rebecca Pope	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$45.00 at \$3.00/day for 15 days. (Funded by SPED)
Rebecca Pope	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$54.00 at \$3.00/day for 18 days. (Funded by SPED)
Amber Stansbury	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$585.00 at \$3.00/day for 15 days. (Funded by SPED)
Amber Stansbury	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$594.00 at \$3.00/day for 18 days. (Funded by SPED)
Lindsey White	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$450.00 at \$3.00/day for 15 days. (Funded by SPED)
Lindsey White	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$648.00 at \$3.00/day for 18 days. (Funded by SPED)
Leslie Wu	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 12/01/2025-12/31/2025; NTE \$270.00 at \$3.00/day for 15 days. (Funded by SPED)
Leslie Wu	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 01/01/2026-01/31/2026; NTE \$270.00 at \$3.00/day for 18 days. (Funded by SPED)

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Certificated Teachers from various sites will work extra hours to participate in the Summer Bridge Curriculum Meeting on 01/14/2026 to discuss Summer Bridge needs; NTE 4 hours at Curriculum Planning Rate. (Funded by ELOP)

Jorge Gonzalez	Emily Lavender	Kathy Phelps	Amanda Soto	Ellen Sperling
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Certificated Teachers from Baldy View Elementary will work extra hours to lead after school clubs from 08/14/2025-06/04/2026; NTE 55 hours/each at Intervention Rate. (Funded by TTL1)

Roxana Betancourt	Deserie Coleman	Joana Fetbrandt	Lupe Fillinger	Nancy Hauffen
Emily Gomez	Lorena Guerrero	Irene Hernandez	Rachel Hollinger	Maria Jacob
Elizabeth Magdaleno	Frank Martinez	Sarah Martinez	Velia Martinez	Kelsey Sorenson
Lisa Yoshimura				

Certificated Teachers from various sites will work extra hours to assist in the Arts Showcases at Baldy View Elementary & Pepper Tree Elementary school sites on 01/27/2026 & 01/29/2026; NTE 10 hours/each at Intervention Rate. (Funded by TTL1)

Erin Barron	Stephanie Collins	Jennifer Crozier	Alyson Esbenshade	Lupe Fillinger
Jennifer Garbick	Frank Martinez	Erin McKenna	Audrey Monfreda	Davina Morales
Michele Richardson	Al Salgado	Andrew Shroll	Deborah Vasquez	

Certificated Teachers from various sites will work extra hours to participate in Conscious Discipline Book Study on 02/03/2026, 03/05/2026, 04/08/2026, & 05/21/2026; NTE 15 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Gabrielle Alvarado	Connie Delaney	Mirna DeLeon	Candice Gallego	Laura Goddard
Tracey Green	Dalvina Henrich	Sara Klein	Karen Lemoine	Elizabeth Magdaleno
Kally Marantidis	Christopher Martinez	Holly Mead	Roberta Melo	Ramona Meza
Anisa Nava	Luz Ortiz	Amanda Perrotti	Rebecca Pope	Amanda Swan
Laura Vega	Melissa Washington	Kristina Webb	Nicole Wu	

Certificated Teachers from various sites will work extra hours to prepare sub plans for Dr. Dickey professional development events from 09/15/2025-04/30/2026; NTE 5 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Jennifer Chavira	Shauna Fisher	Linda Richter	Chelsea Torres
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CONFERENCE

Stephanie Collins	National Art Education Association National Convention participation from 03/05/2026-03/07/2026; NTE \$2,000.00. (Funded by LCAP)
Debbie Glenn	Verbal Judo Institute Webinar Instructor Course participation from 03/23/2026-03/26/2026; NTE \$3,500.00. (Funded by LCAP)
Chris Hauk James Miura	NAB Show Conference participation from 04/19/2026-04/22/2026; NTE \$2,100.00/each. (Funded by PERKINS)
Mary Locke	Coast2Coast Conference participation from 04/11/2026-04/16/2026; NTE \$4,700.00/each. (Funded by GNED)
Gerardo Rosette Kimberly Spears	NAEA26 National Convention participation from 03/05/2026-03/07/2026; NTE \$2,200.00/each. (Funded by AMS & LCAP)
Hector Vasquez	2026 CCEA Conference – Blazing New Trails participation from 04/30/2026-05/03/2026; NTE \$3,531.00. (Funded by TTL1)

Conscious Discipline Conference participation from 06/21/2026-06/26/2026; NTE \$4,000.00/each. (Funded by SPED Early Intervention)

Vanessa Espinoza	Mayuko Tetsubayashi	Laura Vega
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